



Workplace Bulletin

May 2017

This issue presents an overview of major¹ collective bargaining negotiations in the month of May (section A), and a literature scan (section B).

A. May overview

Key negotiation activities

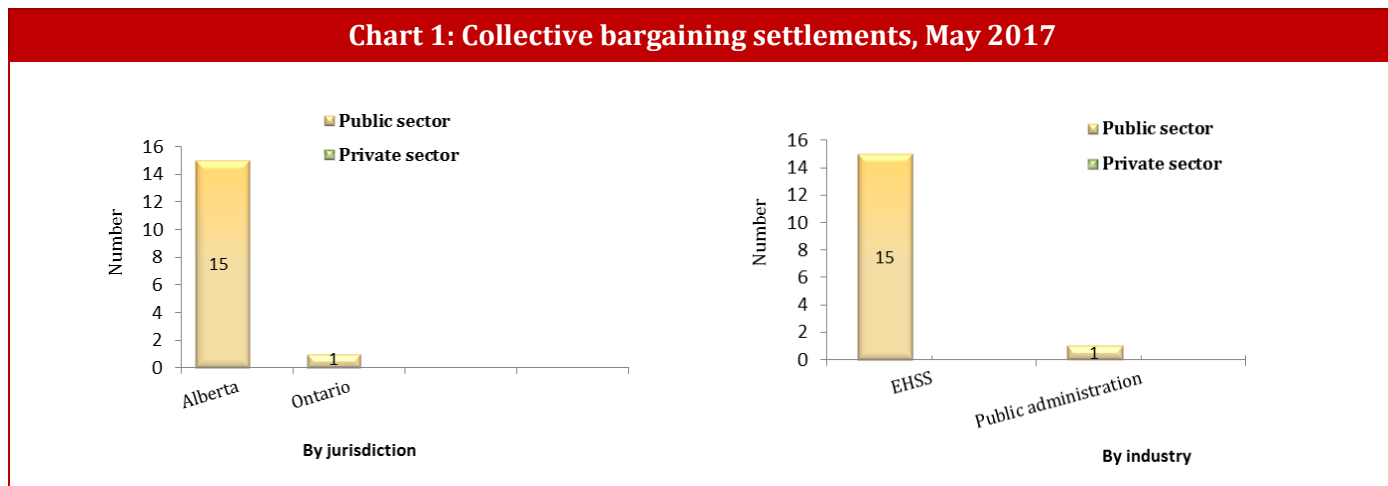
In May, ongoing negotiations included the following:

- **City of Winnipeg and The Canadian Union of Public Employees (CUPE):** The collective agreements covering Winnipeg's inside workers, outside workers, police force, and firefighters expired on December 24, 2016. Bargaining between the City's inside and outside workers and CUPE, representing nearly 5,000 employees, started on February 6, 2017. The parties have been negotiating with the assistance of a conciliator since March 2017. On May 24, the City of Winnipeg presented CUPE with a revised final offer. In response, on June 7, 2017, The CUPE membership voted 85% in favour of a strike mandate.
- **Canadian National Railway (CN) and Teamsters Canada:** The parties are negotiating the renewal of five collective agreements, covering approximately 3,300 employees working for CN in Canada, expired since July 22, 2016. With the assistance of mediators from the Federal Mediation and Conciliation Service, on May 29 the parties reached a tentative agreement. The agreement is subject to ratification by the union membership and the result of the vote is expected by the end of July 2017.

Updated monthly list of [Key negotiations](#)

Settlements reached

- All sixteen major agreements concluded in May were in the public sector (covering 28,340 employees). Fifteen agreements were reached through bargaining and one through mediation.
- All of the sixteen major agreements concluded were in the provincial jurisdictions, with fifteen in Alberta (covering 27,460 employees), and one in Ontario (covering 880 employees) (Chart 1).
- By industry, the majority of employees (94 %) who settled in May were in educational, health and social services (EHSS) (26,840 employees), followed by public administration (1,500 employees).



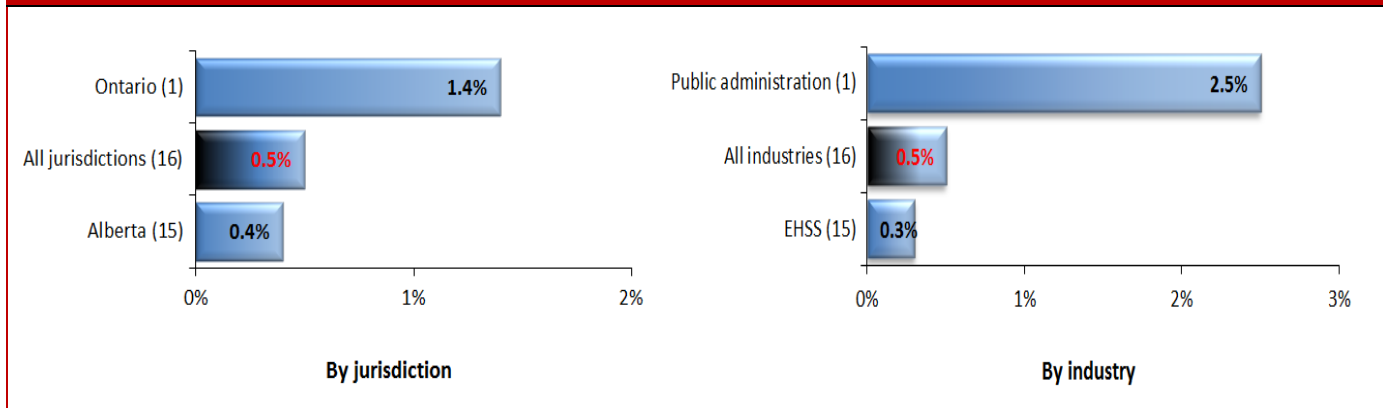
The texts of collective agreements can be accessed through the [Negotech](#). The listing of [Ratified settlements](#) is also available online.

Settlement outcomes

Wages

- The average annual base-rate² wage adjustment (over the duration of the contract) received by the 28,340 public sector employees that settled in May was 0.5% (Chart 2). In the previous round of negotiations between the same parties, the average wage adjustment was slightly higher (0.75%).
- The highest average wage adjustment (2.6%) was negotiated in Alberta, between the Edmonton School District No. 7 and Canadian Union of Public Employees. The lowest average wage adjustments was a wage freeze negotiated between twelve various school districts in Alberta and the Alberta Teachers' Association.
- By industry, public administration received the highest average wage gain of 2.5%, while EHSS recorded 0.3% (Chart 2).

Chart 2: Average wage adjustments, May 2017



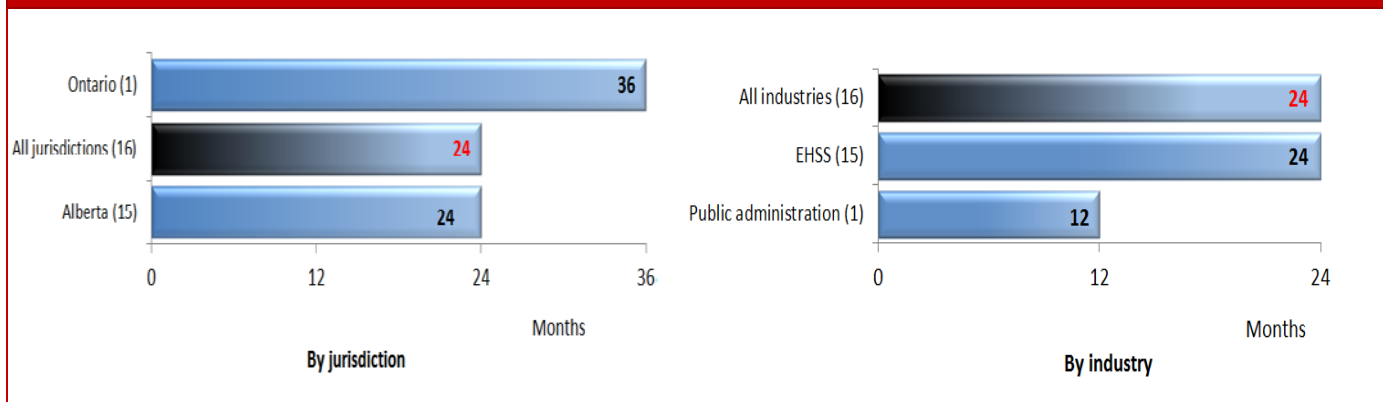
Note: The number of settled agreements per category is found in parentheses

More information on [Wage settlements](#)

Duration of collective agreements

- The average duration of the agreements settled in May was 24 months, lower than the average duration negotiated previously between the same bargaining parties (46 months) (Chart 3).
- The agreement concluded in Alberta between the City of Calgary (firefighters) and International Association of Fire Fighters had the shortest duration (12 months).
- The longest contract duration among the agreements concluded in May was 36 months, between University of Windsor (teaching assistants) and Canadian Union of Public Employees, in Ontario.

Chart 3: Average duration of agreements, May 2017



Note: The number of settled agreements per category is found in parentheses

Major work stoppages³

- No major work stoppages occurred in May.

More information on [Work stoppages in Canada](#)

B. Literature scan

The following studies related to the labour market and industrial relations were recently published:

- At the end of May 2017, the C.D. Howe Institute released a new report titled *Tax Options for Childcare that Encourage Work, Flexibility, Choice, Fairness and Quality*. According to the authors' analysis, a federal tax credit could induce between 13 to 19 percent of mothers who currently do not work to enter the labour force, while still providing families with more choice and flexibility than a reduced-fee universal childcare program.
- *World Employment and Social Outlook: Trends for women 2017* was recently published by the *International Labour Organization*. The report explores the progress and challenges that women have had entering and participating in the paid labour force. One of the report's findings suggests that the largest gender gap in participation rates was faced by women in emerging countries; notably in "the Arab States, Northern Africa, and Southern Asia".

Contact

For previous issues of the Workplace Bulletin or for more information, please contact the [Workplace Information and Research Division](#) or call 1-877-259-8828. Please use the above link to send us a copy of your collective agreement or memorandum of understanding or other documentation if you have a business unit that is either federally registered (with 100 or more employees) or provincially registered (with 500 or more employees).

Note: This bulletin is based on May 2017 data/information, which was collected up to June 16, 2017. Work stoppage data was collected up to June 23, 2017.

- ¹ All data reported in this bulletin relates to major collective agreements covering 500 or more employees across Canada.
- ² The base-rate wage is the lowest paid classification used for qualified employees in the bargaining unit.
- ³ Major work stoppages involve 500 employees or more.